

Arizona Mature Worker Friendly Certification



Employer Pledge

Coconino County, Arizona is committed to creating a mature worker friendly workplace and pledges to:

- Create and maintain an environment that demonstrates and values the contributions of the mature worker;
- Develop a mature worker friendly work environment;
- Utilize recruiting practices that attract and maintain an age diverse workforce;
- Offer fair compensation and proactive retention policies with regard to mature workers;
- Provide training to mature workers which allow them to develop or upgrade skills and maintain proficiencies;
- Make necessary and reasonable modifications to reinforce employee strengths and minimize weaknesses in our work place;
- Recognize the needs and preferences of mature workers by demonstrating flexibility with work scheduling policies and practices, health, wellness, savings, and retirement benefits; and
- Complete required biennial training to better understand the issues of an aging workforce and to make our workplace more mature worker friendly.

Cathy R. De Lisa

Cathy R. De Lisa, Executive Director
Arizona Governor's Office on Aging

Allison M. Eckert

Allison Eckert, Human Resources Director
Coconino County, Arizona

8/23/12

Date



Certification Valid August 23, 2012 thru August 23, 2014